

February 8, 2021

Submitted by: Terry Fitzgerald 9 First Avenue, Enfield CT 06082

Dear Members of the Labor and Public Employees Committee of the Connecticut General Assembly:

My name is Terry Fitzgerald, YWCA Hartford Region Advocacy and Community Outreach Coordinator. I reside in Enfield, Connecticut. I stand in support of H.B. 6380, an Act Concerning the Disclosure of Salary Range for a Vacant Position.

Pay equity is important to me as I feel the lack of equity has impacted my career earnings. Statistics show that women in Connecticut lose \$529,160 over the course of a 40 year career due to the gender gap. Early in my career I worked as a Manager and was promoted to Supervising Manager with an increase in salary. A new male employee was brought on as a Manager under my supervision and given the same salary I was making as Supervising Manager. This gentleman was younger and had less work and managerial experience than I possessed. I approached my District Manager and was told that the reason this male employee was given the same salary, even though he had less experience, was that someday he, as a man, would have a family to support and that I, as a woman, would be taken care of. This type of thinking and process is unfair to women and our careers. Studies show that more than 170,000 family households in Connecticut are headed by women. Compensation should be based on qualifications and equal work not on perceptions of male vs female roles in society. Receiving lower wages follows you as you move through your career and puts you at a disadvantage when negotiating salary, a process that shows we as women often ask for less even when we are equally qualified. Having transparency and requiring fair and equal pay for comparable work in regard to women's earnings is critical to economic growth and would allow the United States economy to produce additional income of \$512.6 billion dollars. I know in my career having prior knowledge of salary ranges would have enabled me to negotiate from an informed place and allowed me to better advocate for myself in these negotiations.

I strongly support H.B. 6380. I hope the Committee and Connecticut lawmakers will vote favorably this year to ensure that women in Connecticut are paid what they deserve. Thank you for your time.

Sincerely,

Terry Fitzgerald